CONTENTS
Construction Budget .. page 3
America's Wars
Statistics .....Pages 4-5

COMMANDERS DIGEST
DEPARTMENT OF DEFENSE • WASHINGTON, D.C.
Vol. 9, [illegible] April 24, 1971

REFERENCE COPY

Lt. Gen. Kerwin Jr., Testifies

Army Realigns Program To Meet Draft Reductions

A major change in the Army's personnel program during the past year has been the initiation of actions to reduce reliance on the draft as a source of personnel procurement, according to Lieutenant General Walter T. Kerwin Jr., the Army's Deputy Chief of Staff for Personnel.

In a statement to the Senate Appropriations Committee March 26, the general assured legislators that "In no case have [those actions] compromised our standards of operational readiness, discipline or leadership efforts.

"Our primary objective," he said, "continues to be an Army composed of men of the highest reasonable mental, moral and physical attributes, serving in an atmosphere of strong, but enlightened, discipline and led by broadly-educated, competent commissioned and noncomissioned officers of the highest integrity."

Recognizing that increasing voluntary enlistments and reenlistments sufficiently to reduce draft calls to zero would be an expensive process, Lt. Gen. Kerwin said he supported measures designed to accomplish that end, and cited the Administration's proposed pay increases for personnel with less than two years of service as one he fully supported. He said he also supported the proposed increase in the basic quarters allowance for pay grades E-4 with less than four years' service and below, as well as enlistment bonus payments to persons enlisting in the combat arms—infantry, armor and artillery—for at least three years.

HONORED GUESTS. A testimonial dinner was given April 15 in New Orleans, La., for four Members of Congress. Flanked by a U.S. Marine Corps honor guard are Louisiana U.S. Representatives F. Edward Hebert, Chairman of the House Armed Service Committee, left, and Hale Boggs, House Majority Leader. Also honored were Louisiana U.S. Senators Russell B. Long, Chairman of the Senate Finance Committee, and Allen J. Ellender, President Pro-Tempore of the Senate. The 2nd Marine Aircraft Wing Band provided the ceremonial and dinner music for the occasion. (USMC Photo by SSgt. J. M. Baker)

New Officers

Turning to the subject of the Army's officer procurement program during FY 1972, the general noted that the Army expected to gain some 19,000 new officers during that time—a decrease of 1,600 from the previous fiscal year. However, he asserted, "we will increase the intake from the Reserve Officer Training Corps by approximately five per cent to offset phase-down in our Officers Candidate School program." He added that the Army's FY 1972 authorization for officers is 129,025, an over-all decrease of some 15,600 from FY 1971.

Lt. Gen Kerwin stressed that the proportional percentage of officer content within the total Army strength was projected to continue to increase during the next five years for several reasons:

—Retention of large numbers of aviation units, requiring about 25 per cent officers, compared to 4 to 12 per cent officers for non-aviation units.

—Large TDA organizations, with high officer content, are decreasing proportionally less than the remainder of the force.

—A residual force of advisory units in Vietnam, made up of higher officer content than combat units, which are being redeployed there.

—Reorganization of other units to take advantage of new, more sophisticated equipment and modern concepts which require higher percentages of officer personnel.

Army ROTC

Despite a 50 per cent decrease in Army ROTC enrollments during the past two years, Lt. Gen. Kerwin said, the Army will continue to rely on ROTC to provide

(Continued On Page Two)

(Continued From Page One)

the bulk of its officer strength for the foreseeable future.

To halt the decline in enrollment, he continued, the advertising program and cadet recruiting efforts directed at the high school and college student have been significantly expanded.

"Additionally," he said, "two legislative proposals have been submitted. These include increasing ROTC scholarships from the current 5,500 to a total equal to 10 per cent of the active Army officer strength and also increasing the cadet subsistence allowance from $50 to $100 per month.

"We are considering," he went on, "an additional proposal which envisions the Army sharing certain costs incurred by the institution in operating the ROTC program. This proposal, under study, envisions that the institution would be reimbursed on the basis of $500 per commissioned graduate."

Lt. Gen. Kerwin then referred to the subject of the Officer Candidate School, which, he said, is heavily relied upon by the Army to produce junior officers during periods of expansion.

"As we phase down from the war in Vietnam," the three-star general said, "[Officer Candidate School] production is dropping. This is illustrated by the fact [that] though we produced over 18,000 officers through OCS in FY 1968, this figure is expected to be only 2,600 this year and 1,000 next year. The OCS program is a tried and proven training system which provides an opportunity for the outstanding enlisted man to become an officer, and will be continued even though on a much smaller scale."

Officer Retention

Retention rates of Army officers—i.e., percentage of eligibles retained—dropped to a 14-year low of 18.6 per cent during FY 1970, the general pointed out. Resignations of Regular Army officers increased during the last fiscal year, he added, explaining that the increase in resignations was due mainly to the termination of the involuntary retention program.

"As the pool of eligibles decreases," the general said, ". . . the Army must increase the retention rate to meet sustainment objectives.

"In order to improve our over-all junior officer retention posture," he stressed, "the Army's approach to the problem is to improve the environmental and professional development features of Army life which make a military career attractive. At the same time, we want to eliminate those conditions which are a source of irritation and yet do not contribute significantly to mission accomplishment."

There are other steps which have been taken, the general said, all of which relate specifically to the young officer:

—An increase in the civil schooling program, offering both graduate and undergraduate opportunities—an incentive that not only enhances retention but also improves the quality and value of the officers who participate.

—A substitution policy, used where possible to reduce any inequities which may exist due to repetitive short tour assignments for certain grades and career branches.

—Improvement of personnel management procedures emphasizing the personal approach, including an increase in visits of orientation and counseling teams to installations Army-wide to provide person-to-person contact.

—A continuing campaign to keep field commanders involved in the program, officers upon whom the Army depends to implement the policies developed by the Army staff to improve Service attractiveness.

Lt. Gen. Kerwin stressed that the Army's Junior Officer Council program, established at units and installations worldwide in 1969, "is coming to fruition and we hope it will enhance junior officer retention. Through these councils, commanders are attempting to breach the generation and communication gap and better understand the attitudes, ambitions and motivations of the younger officers. Many positive recommendations regarding career attractiveness have emanated from these councils and consequently have assisted field commanders in their retention efforts."

Medical Officers

"The retention of medical officers," Lt. Gen. Kerwin stressed, continues to be a matter of prime concern to the Army. . . .

"Our chief source of career physicians today," he continued, "is our intern and residency training programs, which operate on the train-and-retrain principle. Even so . . . the number of medical officers we can train in our Army teaching hospitals who remain after the completion of their service obligation is less than 10 per cent of our total requirements."

Lt. Gen. Kerwin Jr.

The general said that economics is the basic problem surrounding physician retention. "The basic economic gap between civilian and military practice continues to increase and to draw off officers who might otherwise lean toward a military career."

He told the Committee, two programs were being developed to provide partial relief to the physician retention problem: a scholarship program (now before the Congress), and a physicians' assistant program. The scholarship program would provide additional scholarships to selected individuals in medicine, dentistry and other health professions as a means of encouraging careerists in the Army; the physicians' assistant program, following civilian community trends, would train highly-qualified enlisted medical specialists to be warrant officer physicians' assistants, and thereby relieve the physician of the burden of routine examinations and tests which do not require his level of expertise and enable the physician to spend more time performing only those duties which require a full medical education.

Turning to the matter of procurement of enlisted personnel, Lt. Gen. Kerwin

(Continued On Page Eight)

FY '72 Military Construction Cost Is Explained; More Housing Is Sought In $2.4 Billion Budget

The general terms of the Department of Defense's Military Construction Appropriations request for $2.4 billion during Fiscal Year 1972 were explained March 24 to the Military Construction Subcommittee of the House Appropriations Committee by Barry J. Shillito, Assistant Secretary of Defense (Installations and Logistics).

In his statement to the Committee, Mr. Shillito compared the FY 1972 military construction requests with "DoD requests for $2,004 million in FY 1970, and $2,225.3 million in FY 1971," adding that "Actual enactments in these two prior years totaled $1,647.1 million and $2,128.4 million, respectively.

"The increase in FY 1972 appropriations," he said, "is due primarily to additional emphasis on housing for bachelor and married personnel as well as increases for pollution abatement and Reserve forces facilities."

The Assistant Secretary pointed out that Defense is not requesting any authorization or appropriations for military construction in support of operations in Southeast Asia. "Of the $2.9 billion in MILCON appropriations previously provided," he said, "$1.1 billion was for Southeast Asia support construction in the U.S., Thailand and throughout the Far East and $1.8 billion has been assigned to COMUSMACV. Of this, $315 million has been programmed for the improvement and modernization of the Vietnamese Armed Forces. This program is proceeding so well that we have scheduled the orderly termination of construction by the contractor combine . . . for July 1, 1972."

$15 Million Request

Mr. Shillito said there is a $15 million request, however, for unforeseen construction requirements of an urgent and critical nature. "This sum," he stressed, "an emergency authority of less than one per cent of our FY 1972 MILCON request, will increase our total MILCON contingency availability from $47 million, the current uncommitted balance of MILCON contingency funds, to $62 million. This figure will provide about $30 million a year until FY 1973, which coincides with our past usage experience."

Assistant Secretary Shillito

He said the worldwide contingency fund has proven to be an invaluable and irreplaceable asset in these days of repositioning of forces throughout the Pacific area and of other military requirements, related to the adjustments of our national posture which Secretary Melvin R. Laird considers vital to the security of the United States. This fund will be used to provide those reserves necessary to meet unforeseen requirements in Southeast Asia and will provide a necessary flexible resource for the Secretary of Defense. "This fund has been a great value in the past . . . ," Assistant Secretary Shillito emphasized.

He then compared this year's proposed appropriations with similar appropriations enacted for the two previous years.

Safeguard

The Assistant Secretary turned to a discussion of the Safeguard Missile System. "This year," he said, "we are requesting $193 million . . . exclusive of family housing, to continue our progress toward defense of Minutemen as defined in the modified deployment program announced last year."

He said the amount, a substantial reduction from last year's request of $357 million, includes $167.3 million for construction of tactical facilities, $15.3 million for planning, site investigations and design, $5.2 million for access roads, and $5.2 million for community impact assistance in North Dakota and Montana. He noted that there was also a request within the Department of Defense Family Housing Program of $11.1 million to provide an additional 215 housing units each at Grand Forks Air Force Base, North Dakota, and Malmstrom Air Force Base, Montana.

Mr. Shillito added that the funds for the Safeguard system are designed to provide an option for protecting either the Minuteman field at Warren Air Force Base, Wyoming, or establishment of a National Command Authority at Washington, D.C., in addition to the continuation of work at Grand Forks, Malmstrom and Whiteman Air Force Base in Missouri.

Two Sites

He echoed Defense Secretary Melvin Laird's belief that the Congress should authorize work on both the Warren and Washington, D.C., sites during FY 1972, "so as to provide the President with maximum flexibility to meet possible developments either in the SALT (Strategic Arms Limitation Talks) discussions or the potential threat.

"It should be emphasized, however," he added, "that the FY 1972 deployment programs under this authority and funding would be limited to only one of the two locations."

Mr. Shillito mentioned that projects included in the proposed FY 1972 military construction program were selected in accordance with Five-Year Defense Programming procedures, and were subjected to detailed review by the Office of the Secretary of Defense. He added

(Continued On Page 6)

America's Wars Statistics Given In VA Release

The Veterans Administration has released a compilation of the number of participants in America's Wars as of December 31, 1970. The tally also includes the number of deaths in service and veterans and dependents on compensation and pension rolls as of that date.

The following, beginning at right, are the wars and statistics:

AMERICAN REVOLUTION (1775-1784)

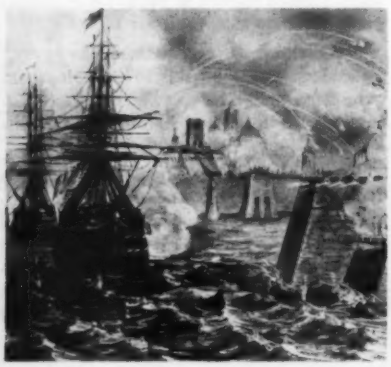
Participants 290,000
Deaths in Service 4,000
Last Veteran
Daniel F. Bakeman, Freedom, N.Y.
Died April 5, 1869 Age 109
Last Widow
Catherine S. Damon, Plymouth Union, Vt.
Died November 11, 1906 Age 92
Last Dependent
Phoebe M. Palmeter, Brookfield, N.Y.
Died April 25, 1911 Age 90

WAR OF 1812 (1812-1815)

Participants 287,000
Deaths in Service 2,000
Last Veteran
Hiram Cronk, Ava, N.Y.
Died May 13, 1905 Age 105
Last Widow
Carolina King, Cheektowaga, N.Y.
Died June 28, 1936 Age ?
Last Dependent
Esther A. H. Morgan, Independence, Ore.
Died March 12, 1946 Age ?

MEXICAN WAR (1846-1848)

Participants 79,000
Deaths in Service 13,000
Last Veteran
Owen Thomas Edgar, Washington, D.C.
Died September 3, 1929 Age 98
Last Widow
Lena James Theobald, Louisville, Ky.
Died June 20, 1963 Age 89
Last Dependent
Jesse G. Bivens, Alton, Ill.
Died November 1, 1962 Age 94



CIVIL WAR (1861-1865)

Participants (Union) 2,213,000
Deaths in Service (Union) 364,000
Last Union Veteran
Albert Woolson, Duluth, Minn.
Died August 2, 1956 Age 109
Last Confederate Veteran
Walter W. Williams, Houston, Tex.
Died December 19, 1959 Age 117

Dependents on Compensation and Pension Rolls

(Approximately 65% Union, 35% Confederate)

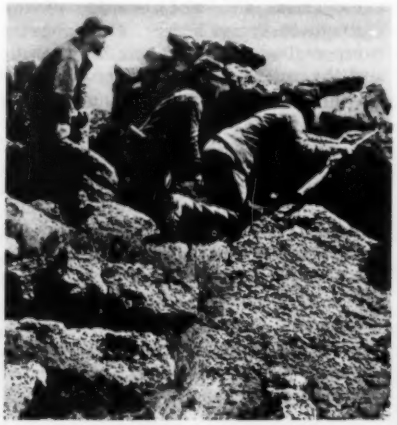
Widows 478
Children 357

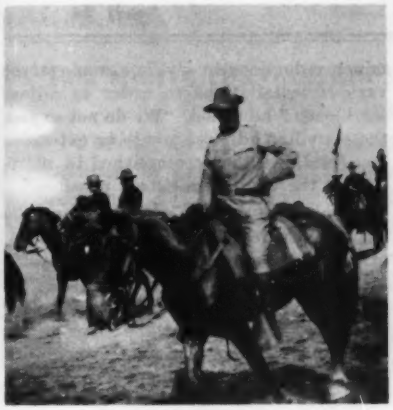
INDIAN WARS (Approx. 1817-1898)

Participants 106,000
Deaths in Service 1,000
Living Veterans 1

Veterans and Dependents on Pension and Compensation Rolls

Widows 148
Children 22
Veterans 1





SPANISH-AMERICAN WAR
(1898-1902)

Participants	392,000
Deaths in Service	11,000
Living Veterans	4,000

Veterans and Dependents on Pension and Compensation Rolls

Widows	38,837
Children	1,726
Veterans	3,901

WORLD WAR I (1917-1918)

Participants	4,744,000
Deaths in Service	116,000
Living Veterans	1,466,000

Veterans and Dependents on Pension and Compensation Rolls

Parents	1,164
Widows	620,753
Children	38,421
Veterans	724,338

WORLD WAR II
(September 6, 1940-July 25, 1947)

Participants	16,535,000[a]
Deaths in Service	406,000
Living Veterans	14,374,000[b]

Veterans and Dependents on Pension and Compensation Rolls

Parents	156,879
Widows	313,166
Children	709,304
Veterans	1,800,455

KOREAN CONFLICT
(June 27, 1950-January 31, 1955)

Participants	6,807,000[a]
Deaths in Service	55,000
Living Veterans	5,878,000[b]

Veterans and Dependents on Pension and Compensation Rolls

Parents	29,664
Widows	33,770
Children	178,451
Veterans	267,599

POST-KOREAN CONFLICT
(Service only between February 1, 1955, and August 4, 1964, Inclusive)

Participants	3,195,000
Deaths in Service	20,000
Living Veterans	3,122,000

VIETNAM ERA VETERANS
(Service after August 4, 1964)

Participants	7,626,000[c]
Deaths in Service from All Causes	82,000
Deaths from Action by Hostile Forces Only	44,000
Living Veterans	4,642,000[d]

Veterans and Dependents on Pensions and Compensation Rolls

Parents	18,492
Widows	23,559
Children	53,596
Veterans	208,886

AMERICA'S WARS
TOTAL THROUGH DECEMBER 31, 1970

Participants*	42,274,000
Deaths in Service	1,074,000
Living Veterans	27,943,000

Veterans and Dependents on Pension and Compensation Rolls

Parents	224,486[e]
Widows	1,058,157[f]
Children	1,018,148[g]
Veterans	3,209,834[h]

* *Persons who served in more than one war period are counted as participants in each.*

a *Includes 1,478,000 who served in both World War II and the Korean Conflict.*

b *Includes 1,263,000 with service in both World War II and the Korean Conflict.*

c *Includes 857,000 who served in the Korean Conflict.*

d *Includes 280,000 who served in the Korean Conflict.*

e *Includes 19,145 parents of deceased peacetime veterans.*

f *Includes 26,881 widows of deceased peacetime veterans.*

g *Includes 22,544 children of deceased peacetime veterans.*

h *Includes 184,043 peacetime veterans who are receiving disability compensation.*

CONSTRUCTION COSTS

(Continued From Page 3)

that his discussion of the construction proposals would be brief, but would be explained in detail by the respective Military Departments and Defense Agencies in later sessions before the Committee.

Family Housing

He did, however, discuss several special areas of the construction program in some detail, including:

The FY 1972 family housing new construction program requests funds for 9,684 new units, compared to 8,000 the previous year and 4,800 units in FY 1970. The improvements and alterations programs for existing public quarters amounts to $32.7 million, he said, as compared to $19.2 million for FY 1971. "These programs," he continued, "together with trailer court facilities, minor construction, leasing, debt payment and operation and maintenance, amount to a $919.2 million appropriation request as compared to $806.5 million appropriated last year.

"We consider this increased program vitally needed in order that our service personnel and their families may be adequately housed and our inventory of family housing may be continuously upgraded to eliminate obsolescence," he asserted. "Efforts to achieve these goals are essential as we move forward to the time when we will have an All-Volunteer Force."

Section 236 Housing

Mr. Shillito then covered the Department of Defense's efforts to obtain the benefits of off-base "special assistance" programs of the Department of Housing and Urban Development for lower-income military families, subsidized by FHA under the provisions of Section 236 of the National Housing Act. He noted that, following legislation authorized in December, 1970, Defense is now in a position to proceed with up to 5,000 units of low-rent housing for military families, and added that it would "be done at no cost or obligation to the Department of Defense."

Mr. Shillito said there have been a number of consolidations, reductions, realignments or closures of military activities and installations during the past two years—some announced as recently as March—and then added:

"Based upon current determination of essential Defense program and personnel requirements as reflected in the FY 1972 budget and in anticipation of favorable Congressional action on the FY 1972 funds requested, we have no plans for any further major base closure or major reduction actions in the United States.

Realignments

"However," he continued, "there will be a need to make essential force realignments in order to better position our forces; to make adjustments caused by our reduced training and force requirements resulting from our redeployment from SEA; to take certain actions as a result of force modernization; and to make normal prudent management adjustments in order to streamline operations and reduce overhead.

"There will also be a need to make minor reductions in civilian employes at various installations in order to adjust workloads," he added. "We do not expect these civilian adjustments to be extensive . . . [and] will be accomplished by attrition to the maximum extent possible."

Turning to the Defense Department's natural resources conservation program, Mr. Shillito asserted that the Department was steward of the third largest land area controlled by the Executive Agencies. He said that the Department "continues to recognize its responsibility for the application of sound management principles which will insure the conservation, preservation and protection of all natural resources at installations under its jurisdiction. . . . There is a vital concern at all Defense levels in noise abatement, fish and wildlife management, soil conservation and recreation opportunities for the civilian populace on military lands." He said that 238 cooperative agreements have been made between military installation commanders, the State agency involved and various Bureaus of Sports, Fisheries and Wildlife, covering over 19 million acres of land and water controlled by the Department of Defense. "Nearly four million visitors last year took advantage of the recreational opportunities offered at the 90 major installations open to public hunting and fishing and other recreational use," he stated.

Agreements Made

He said that "Interagency agreements have also been consummated with the Department of Agriculture and the Department of Interior governing use of natural resources at Defense installations. Excess Defense land, not currently required, has been made available for park and recreational use. New timber production has been fostered on over 2,300,000 acres of Defense land.

"Our conservation and natural resources programs," he said, "have been totally financed by the sale of hunting and fishing permits by the military installations as authorized by Public Law 86-787," and added that the programs would continue within the limits of budgetary ceilings.

Defense is seeking $89.7 million in new and continuing authorization within the FY 1972 Military Construction Budget, Mr. Shillito noted.

He said the request reflects an increase in excess of 100 per cent over the previ-

RESERVE COMPONENTS

The total is reflected in the following table by military services:

Service	*Major Construction*	*Planning and Design*	*Minor Construction*	*Total*
			($ Millions)	
Army National Guard	$25.7	$1.3	$2.0	$29.0
Army Reserve	30.3	2.3	.9	33.5
Navy & Marine Reserve	10.1	.6	.2	10.9
Air National Guard	9.0	1.0	.6	10.6
Air Force Reserve	5.3	.3	.1	5.7
	$80.4	$5.5	$3.8	$89.7

This total of $89.7 million compares with an FY 1971 request of $42.0 million to support Reserve activities, and reflects an increase in excess of 100% over last year's request.

FY 1972 MILITARY CONSTRUCTION APPROPRIATION PROGRAM

(In millions of dollars)

Facility Class	*Army*	*Navy*	*Air Force*	*Total*
Operational & Training	$200.5	$ 67.1	$ 55.6	$ 323.2
Maintenance & Production	20.2	37.8	53.6	111.6
R&D Facilities	31.0	17.7	27.0	75.7
Supply Facilities	—	2.2	24.0	26.2
Hospital & Medical	112.3	22.5	20.8	155.6
Administrative Facilities	3.0	33.9	8.9	45.8
Housing & Community	134.8	124.4	56.2	315.4
Utilities & Ground Improv.	87.9	49.7	34.7	172.3
Real Estate	—	19.1	0.8	19.9
General Support Activities	52.5	31.1	35.0	118.6
Subtotal	$642.2	$405.5	$316.6	$1,364.3
Defense Agencies (Including $2.0 million in Gen. Supp. Act.)				28.2
Family Housing				919.2
Homeowners' Assistance				7.6
Reserve Forces				89.7
Subtotal				$1,044.7
GRAND TOTAL				$2,409.0

(Continued From Page 6)

ous year's request and is directly related to scheduled Active forces reductions and increased reliance on Reserve forces readiness capabilities.

Background

He then provided the Committee with some background regarding the Reserve component portion of the FY 1972 Military Construction Budget: "The Reserve Facilities Program which we present today," he said, "represents but one example of the increased attention which the Services are now directing toward assuring that the Reserve components are brought to a satisfactory readiness posture as rapidly as possible. Unfortunately, in preceding years, and most recently because of the funding priority necessary to support more urgent military needs, the Reserve Facilities Program has accumulated a substantial backlog of construction requirements on the order of $1 billion, which must be met in future years. We are determined to liquidate this backlog as rapidly as is possible and consistent with other military priorities and available funds.

"Toward this end," he continued, "we have established a phased 10-year program for accomplishing this task. The FY 1972 funding request represents our first substantial increment against that program. We hope that in the following fiscal years we can stay on this schedule and secure an orderly liquidation of the total backlog."

Pollution Control

Mr. Shillito then took up the subject of the Department of Defense's accelerated efforts, in keeping with the increased national tempo to improve environmental quality, to abate air and water pollution at all installations. "This year's bill," he said, "includes $130.8 million to eliminate pollution at 173 installations located in the United States and possessions . . . a 75 per cent increase over the funding requested for this purpose last year."

He furnished the Committee with a breakdown of air and water pollution projects funding, and indicated that all air and water pollution projects in the FY 1972 program had been coordinated with the Environmental Protection Agency.

Mr. Shillito then spoke of special studies being made on construction management procedures (the final report of which is still under review). On efforts to improve the efficiency and reduce costs involved in the execution of the military construction program, and on deferred military construction program projects, the orderly execution of which will be permitted if the FY 1972 Budget request is approved.

He also spoke of recent effects following suspension of the Davis-Bacon wage rate act, which provides for the payment of prevailing wages and fringe benefits, as determined by the Department of Labor, to employes in Federal construction contracts. He noted that "Approximately 347 projects valued at $455 million which were in varying stages of solicitation were resolicited after removal of Davis-Bacon provisions from the invitations for bids. These actions will cause a minor delay in awarding some construction contracts. They will not adversely affect our military construction program."

Proclamation

(Editor's note: On March 29, President Nixon, by proclamation, reimposed the Davis-Bacon Act provisions, with respect to solicitations for bids or proposals issued after that date.)

Mr. Shillito concluded the remarks of his basic statement before the Committee with a discussion of improvements in planning processes for construction support of contingency operations, in particular, the results of a Joint Logistics Review Board study. He explained that most of the 25 recommendations of the board had been provided for by prior decisions or were being accomplished by the on-going efforts by the Joint Staff.

He did note that three recommendations, however, were directly related to port and harbor development, including the advantages of mobile piers (De Long piers) in supporting contingency operations, and the need to develop a heavy-lift helicopter and to plan for small LST's and shallow draft lighters in future logistic support plans, which look toward reducing the immediate requirements for port and harbor construction in supporting contingency operations.

A breakdown of the FY 1972 Military Construction Apropriation Program request is shown on this page.

COMMANDERS DIGEST

THIS PUBLICATION CONTAINS OFFICIAL INFORMATION, NEWS AND POLICY, DIRECT FROM WASHINGTON AUTHORIZED SOURCES.

Editor John R. German

Published weekly by American Forces Press Service, 1117 N. 19th St., Arlington, Va. 22209, a unified activity of the Office of Information for the Armed Forces, OASD (M&RA). Reproduction of content is authorized. Suggested dateline for materials used is WASHINGTON (AFPS).

GENERAL TESTIFIES

(Continued From Page 2)

said: "It is our estimate that non-prior Service enlistments achieved under present recruiting conditions will approximate 130,000 in FY 1972, with remaining requirements of approximately 114,000 men obtained through induction of draftees. We anticipate that 6,000 women will volunteer for service and 17,300 men with prior service will re-enter the Army from civilian life."

To support such procurement efforts and attain the highest possible enlistment rate, he said, the Army has taken direct steps to immediately increase recruitment, including guaranteed, limited-time, unit-of-choice or career field enlistment options within the Continental United States, U.S. Army Europe, and U.S. Army Strategic Communications Command, for new recruits, in some cases, and for prior service applicants, in others.

Other enlisted procurement programs include a test program that started at Fort Sill, Oklahoma, on April 1, whereby volunteers are placed on administrative leave to their hometowns to contact friends, high school and church associates, and local organizations to identify prospective Army enlistees.

Recruiter strength is expected to increase, he added, reaching 3,505 by June 30 and with a possible further expansion to 6,505 for FY 1972.

"As a result of these increases in recruiter personnel," he said, "we will be able to man 105 new recruiting stations, convert all one-man stations to at least two-man size, and, by 1972, with the increase of additional recruiters, increase contacts with the target audience by an estimated 100 per cent. . . .

"However," he emphasized, "we must increase the enlistment rate by the end of FY 1972."

FY 1972 Increase

Other recruitment programs, he added, include an increase in the FY 1972 Advertising and Publicity Program from $3.1 million to $18.1 milion (including a 13-week $10.6 million paid radio-television test that began March 1), $50 per month proficiency pay for recruiters that began Jan. 1, proposals for "out of pocket expenses" for recruiters, enabling them to pay for coffee, Cokes, etc., for prospective inductees, and additional travel and per diem money so that the recruiting command can expand its quarterly sales management conferences which materially assist recruiters in maintaining the latest techniques in selling.

Civilian Skills

"The Army," Lt. Gen. Kerwin asserted, "attempts to use the greatest possible number of civilian-trained personnel in military positions that are commensurate with their qualifications. . . . The civilian-acquired skills enlistment program has been expanded to allow personnel qualified in some 30 occupational specialties to receive a directed specialty and be promoted to pay grade E-4 or E-5 immediately upon completion of basic training. . . .

"During the first half of FY 1971, over 15,000 inductees were assigned a specialty based on a civilian acquired skill," he said.

Enlisted Personnel Retention

To retain high-quality enlisted personnel, the general said, the Army has initiated a Qualitative Management Program, designed to attain and sustain a young and viable Army enlisted structure and to project an image of dedicated, motivated and high quality manhood.

"The program," he explained, "in operation, will insure involuntary attrition of lower quality personnel, who, through lack of motivation or potential, can no longer contribute to the improvement of the Army and for whom further investment of limited resources is no longer practical. Personnel in this category will, if retirement eligible, be retired; if not retirement eligible, they will be offered Project Transition training to enable them to acquire a civilian job skill affording them an opportunity for gainful employment once separated from the Army."

Efficiency Reports

Also, a new Enlisted Efficiency Reporting System was implemented last July 1, he continued, which utilizes a new enlisted efficiency report form, provides an accurate portrayal of the soldier's job performance, personal qualities and military growth potential, for use by selection boards and personnel managers in making their assignment, classification, promotion and other personnel management decisions.

Lt. Gen. Kerwin noted a reversal in the downward trend in over-all reenlistment rates: "Our rates have finally 'bottomed out.' We have had a downward trend over the past 14 years with FY 1969 rates being the lowest. The FY 1970 rates did not go lower, but remained at the same level while the actual number of reenlistments increased by 10,000 over FY 1969. . . .

"One of the principal incentives to make the Army a better place to work is our promotion system . . . undergoing continuous improvement," he said.

Incentive Ranks

"As an incentive for young soldiers just entering the Service, Army Training Center commanders were recently authorized to promote selected individuals to grade E-3 to recognize outstanding performance and potential. . . . Improved policies for promotion of individuals hospitalized, missing or captured for extended periods are now in effect."

Under the New Standards Program, Lt. Gen. Kerwin pointed out, men with lower mental aptitudes, and some others with corrective medical conditions, are accepted by the Army to expand its manpower resources.

"Performance standards have not been lowered for their retention in the Army," he stressed.

"Over 201,000 of these men have entered the Army since the program's inception (originally called Project One Hundred Thousand) in 1966. There are approximately 90,000 of them currently serving on active duty. Of the 1970 input, 96.3 per cent or 39,675 completed basic training with 41 per cent assigned in combat military occupation specialities and 59 per cent in support skills. The number of men entering the Army in the future under this program will decrease as our manpower requirements are reduced.

"The objectives of the program are being achieved," Lt. Gen. Kerwin concluded. "Voluntary enlistments have increased, thereby reducing reliance on the draft. Draft equality has been improved by broadening the pool of men subject to the draft. As a by-product of military service, these men are being prepared for more productive civilian lives. The program is resulting in a more equitable sharing of the opportunites and obligations of military service among the Nation's youth."

For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.
Price 5 cents (single copy). Subscription Price: $2.50 per year; $2.00 additional for foreign mailing.
☆ U.S. GOVERNMENT PRINTING OFFICE: 434-376/T-48